

NJP: Follow-on Consequences

***We Owe Our Commanders
the Full Picture of
Non-Judicial Punishment
Impact***



**AFPC/JA Monthly Training
January 2016**



NJP Impacts Many Personnel Actions

Imposing Non-Judicial Punishment is a major decision

- With major **direct** impacts like reduction & forfeitures

NJP can also impact many things *indirectly*, including:

- Mandatory administrative discharge, Assignments, Promotion Consideration, Grade Determination, HYT

Inform leadership on the "big picture" view up front!

- Justice Is Exciting As-is - Plan and Avoid Unnecessary Surprises***
- Allows accurate planning, one mission at a time***



Mandatory Separations for Enlisted Members

Does the conduct involve a mandatory discharge basis?

- Key: Drug Abuse (5.54), Sexual Assault (5.55)

Then brief the commander on the follow-on need to initiate discharge

- Be ready to discuss the discharge process & timeframe
- Also discuss the possibility of retention
- If the CC is interested, be prepared to go over the retentionary criteria with a reasonable assessment

NJ: *Retentionary Action with Discharges - Sometimes Mandatorily*



Other Considerations Involving Enlisted Members

Does the NJP include Reduction in Rank? HYT?

Will NJP impact future assignments? DSD?

Is the NJP imposed a TSgt or Higher?

- Mandatory SNCO Selection Folder consideration
- So AF Form 3070B, Blocks 4a(3) & 9 must be filled

4. Commander's Decision.

- a. (3) I will consider placing this record of nonjudicial punishment in your Senior NCO :
to a senior review authority who will make the final decision. You may submit a :
circumstances to be considered. You have until _____ [5 calendar

9. Commander Action on Senior NCO Selection Folder.

(Commander initials one block)

After considering all matters you have presented, I have determined this action

will be filed

will not be filed in your Senior NCO Selection Folder; and will be forwarded to _____

Don't Be Surprised by NJP Limiting or Ending a Career



Special Considerations Involving Officers

Selection Record consideration

- Must consider, not mandatory to place in OSR

Mandatory to place in either UIF or PIF

Officer Grade Determination

- Mandatory trigger if member retires within 4 years
- Note the recent change from 2 year lookback!

NJP Can't Directly Reduce an Officer's Grade ... but an OGD can!

One team, One family, One MISSION